

1 A bill to be entitled
2 An act relating to employment eligibility; amending s.
3 448.095, F.S.; requiring that all private employers,
4 rather than only those employing more than a specified
5 number of employees, use the E-Verify system to verify
6 a new employee's employment eligibility beginning on a
7 specified date; providing an effective date.
8

9 Be It Enacted by the Legislature of the State of Florida:
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11 **Section 1. Paragraph (b) of subsection (2) of section**
12 **448.095, Florida Statutes, is amended to read:**

13 448.095 Employment eligibility.—

14 (2) EMPLOYMENT VERIFICATION.—

15 (b)1. A public agency shall use the E-Verify system to
16 verify a new employee's employment eligibility as required under
17 paragraph (a).

18 2. Beginning on July 1, 2026 ~~2023~~, a private employer ~~with~~
19 ~~25 or more employees~~ shall use the E-Verify system to verify a
20 new employee's employment eligibility as required under
21 paragraph (a).

22 3. Each employer ~~required to use the E-Verify system under~~
23 ~~this paragraph~~ must certify on its first return each calendar
24 year to the tax service provider that it is in compliance with
25 this section when making contributions to or reimbursing the

26 | state's unemployment compensation or reemployment assistance
27 | system. ~~An employer that voluntarily uses the E-Verify system~~
28 | ~~may also make such a certification on its first return each~~
29 | ~~calendar year in order to document such use.~~

30 | **Section 2.** This act shall take effect July 1, 2026.